



# DIVERSITY & INCLUSION AT HHS

*“One Department — One Mission — One HHS”*

**SUMMER 2015 ISSUE**

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*The HHS Diversity & Inclusion (D&I) Division thanks all authors, reviewers, and especially you, the reader, for making this newsletter possible.*

*If you wish to make suggestions, share information, and/or contribute an article, e-mail [Duilio Correa](#), Communications Lead, D&I Division. For more information about HHS D&I initiatives and activities, visit [our website](#).*


## D&I SNAPSHOT

*HHS Diversity & Inclusion Division*



The U.S. Department of Health and Human Services (HHS), Office of Human Resources (OHR), Diversity & Inclusion (D&I) Division proudly presents the 2015 Summer Issue of Diversity & Inclusion at HHS — a quarterly newsletter that showcases efforts to promote Diversity & Inclusion across HHS. Below are some D&I highlights:

### NEW HISPANIC HEALTH RESEARCH SCIENTIFIC INTEREST GROUP AT NIH

The [NIH Catalyst](#)  reported that the National Institutes of Health (NIH) has established a Hispanic Health Research Scientific Interest Group (SIG) to foster discussions on Hispanic health-related research topics, such as: basic science, interventions to prevent chronic diseases or their complications, translational and implementation research,

education and communication, health clinical trials, health services-related to research, social sciences, bioethics, and health policy in this diverse population.

The primary goal of this SIG is to translate knowledge and research into the improvement of the health of Hispanics and the general population; and the identification of new fields of research and areas or projects in which there could be trans-NIH or trans-HHS collaborations.


This SIG currently has members from different ICs, FDA, CDC and AHRQ, and is looking to expand its membership to include representation from other agencies and offices. For questions about the Group, e-mail either [Larissa Avilés-Santa](#) or [Ligia Artiles](#).

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## THE ABCs OF SCHEDULE A

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The Schedule A Hiring Authority for people with disabilities is an exception to the traditional hiring process. It streamlines the hiring process for persons with disabilities and, in some instances, hiring officials may select solely from a list of qualified Schedule A applicants.

The Equal Employment Opportunity Commission's (EEOC) Leadership for the Employment of Americans with Disabilities (LEAD) has recently updated the ABCs of Schedule A Series. These guides, available free of charge at the [EEOC LEAD portal](#) , are intended for applicants with disabilities, hiring managers, HR professionals, disability program managers and service providers. In addition, this website offers more information about the LEAD program, including updates, tips, resources and ongoing initiatives.

These are great tools for Human Resources (HR) and Equal Employment Opportunity (EEO) professionals to both educate prospective applicants about the Schedule A Hiring Authority, and increase the representation of individuals with targeted disabilities.

Hard copies are also available by calling the EEOCs Publications Center at 1-800-669-3362.

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## OMH's HIGHER EDUCATION — TECHNICAL ASSISTANCE PROJECT

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The Higher Education — Technical Assistance Project (HE-TAP) is a training program of the Office of Minority Health Resource Center (OMHRC) that seeks to help our nation's colleges and universities to become even more competitive in securing resources and building partnerships.

HE-TAP works with Institutions of Higher Education, including minority serving institutions, to strengthen skills in coalition building, financial management, evaluation and resource development. For more information, including upcoming regional trainings, visit the [Program's website](#).

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## STAFF PICKS

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### [Diversity on the Job: Diversity and You](#)

This free online course identifies strategies to help you become aware of your attitudes toward diversity; increase your acceptance of diverse cultures, people, and ideas; and become an advocate for diversity within the workplace.

### [Understanding Workplace Diversity](#)

This free online course explores additional elements that are crucial aspects of the diversity mixture in today's business world.

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## STAY TUNED!

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Stay tuned for more information, via E-blast, about upcoming special emphasis events at HHS, including Hispanic Heritage Month and National Disability Employment Awareness Month observances, as well as Diversity Day 2015.

# MEET THE HHS DIVERSITY & INCLUSION DIVISION

*HHS Diversity & Inclusion Division*

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**Bonita V. White, M.A., J.D.**, serves as the Director, Diversity & Inclusion in the Office of the Secretary, Office of the Assistant Secretary for Administration, Office of Human Resources, U.S. Department of Health and Human Services (HHS). In this position, she is responsible for developing policies, strategies and metrics designed to improve recruitment, retention and professional development of women, minorities and other groups; overseeing HHS' Employee Resource Group (ERG) Program and coordinating special emphasis observances. In March 2013, Bonita was appointed HHS ERG Program Manager, and as Director, Diversity & Inclusion in November 2014, following 21 years as Director, EEO Compliance at HHS.

Bonita joined HHS in August 1992 as Director, Complaints Division, following a fifteen-year tenure at the Department of the Interior, where she rose through the ranks from a GS-7 entry level position to Supervisor, Federal Employment Programs in the Departmental Office for Equal Opportunity. She is a former teacher of United States History, Black Studies and Social Issues in the Prince George's County, Maryland Public Schools System.

Bonita is also a 1972 three-year honors graduate of Elmhurst College, Elmhurst, Illinois and holds a Master's Degree in Guidance and Counseling from Trinity University, Washington, D.C., awarded in 1974. In addition, she was the recipient of a full-tuition scholarship from the George Washington University National Law Center, which conferred

her Juris Doctor degree in 1978. For the past 15 years, Bonita has served on the Executive Board of the Council of Federal EEO and Civil Rights Executives. She is a member of several professional and civic organizations, and is the recipient of numerous honors and awards. Most recently, Bonita was honored by the Coalition for African Americans in the Performing Arts (CAAPA), and was named FAPAC's 2014 Mentor of the Year.

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**Felecia (Len) Gerald**, Diversity Program Manager, is the Team Lead for the HHS Diversity & Inclusion (D&I) Division. Len joined HHS as a Veterans Employment Program Manager after working at the Department of Education as a Coordinator of Executive Leadership Development Programs. Previously, she worked as a Customs Inspector with the Department of Homeland Security in Derby Line, Vermont, and San Francisco, California.

Len received a Special Achievement Award from the Department of Homeland Security for her work as a member of the Immigration and Customs Enforcement (ICE), Detention and Removal Office (DRO), Incident Response Unit (IRU). Len also brings valuable experience as a Veteran, having served several years in the United States Air Force at Lackland and Kelly Air Force Bases, and with the United States Air Force Reserve, where she served as a USAFR Recruiter at Travis Air Force Base.



**Sonya M. Keeve** is a Diversity Specialist who works with Special Emphasis Groups and Programs, including disability, Hispanic, Native Americans, Asian Americans and Pacific Islanders Employee Resource Groups (ERGs). She also works on a variety of D&I-related tasks. Sonya entered the Federal Government in 1984 as a Clerk-Typist at the Department of Treasury. She later left for Northrop Grumman and BAE Systems to serve as a Foreign Military Sales Financial Analyst. Due to her passion for public service, however, she joined HHS, in 2009, as a HR Management Analyst.

Sonya is a Veteran of the U.S. Army, and was deployed during the Desert Shield/Storm campaign to Fort Belvoir and Riyadh, Saudi Arabia, from November 1990 to June of 1991. She served in the 344th Data Processing Unit where she was a Combat Signaler (Communications) specializing in radios, switchboards, etc.

A former Veterans Employment Program Officer (VEPO), Sonya has always shown great passion for increasing the representation and retention rate of veterans in the federal workforce. This includes, participating and coordinating both internal and external outreach activities such as job fairs, resume-writing webinars, and special emphasis events. Sonya has an Associate Degree in Business Management, and is working on her Bachelor's Degree in business management.



**Duilio Correa, M.A., M.P.A.**, left his native Peru in pursuit of the American Dream with his mother, who is his driving force and inspiration. Although he has faced numerous physical barriers and hardships in his life, Duilio overcame them all with courage and hard work. Currently, he leads the development and implementation of communication strategies, platforms, systems, and processes in the HHS D&I Division.

As a certified Spanish translator, Duilio has a wealth of experience communicating health information to Spanish-speakers. This includes managing communication projects through the project life cycle; developing culturally appropriate publications; disseminating information through multifaceted communication channels; and assessing communications policies, and products. Professional recognitions include the National Cancer Institute (NCI) Director's Merit Award and the NIH Plain Language Award.

Duilio completed a Master of Public Administration (M.P.A.) and a Master of Arts (M.A.) in Spanish and Latin American Studies at American University (AU), Washington DC. In October, 2014, he was featured in the AU School of Public Affairs' 80th Year Celebration Program. Duilio also has aspirations of pursuing a Ph.D. in Public Policy and Administration.

A passionate public speaker, Duilio presently serves as Vice-President for Public Relations at HHS Toastmasters. He is also President-Elect of the HHS Hispanic Employee Organization (HEO), and enjoys mentoring students.



# EMPLOYEE RESOURCE GROUP (ERG) SUMMIT

*HHS Diversity & Inclusion Division*

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Employee Resource Groups (ERGs) are voluntary, employee-led groups that serve as a resource for members and organizations by fostering a diverse, inclusive workplace aligned with organizational missions, values, goals, business practices, and objectives. From facilitating leadership development to increasing employee engagement and expanding marketplace reach, ERGs have proven to be critical components in both the private and public sectors. On May 19, 2015, the U.S. Office of Personnel Management (OPM), Office of Diversity & Inclusion (ODI) hosted an Annual Employee Resource Group Summit at the OPM Headquarters Building, Campbell Auditorium. As a result of the collaboration between OPM ODI and HHS D&I, this event also served as HHS Third Annual ERG Forum.

This all-day event brought together ERG representatives from around the Federal Government to share ideas and best practices. From start to finish, the audience had the opportunity to engage and actively participate through open discussion and group activities. The event was well-organized with an array of distinguished guests, including Katherine Archuleta, former OPM Director, who addressed everyone with great distinction. Ms. Archuleta went on to emphasize the important role that ERGs play, and discussed the Recruitment, Engagement, Diversity & Inclusion (REDI) roadmap. Further, this roadmap ensures that the federal government uses the latest data-driven expertise, social media tools, and collaborative thinking to continue to build, develop, and retain a purpose-driven workforce now, and for years to come.


The keynote speaker was Virginia Hill, President, Young Government Leaders (YGL) - the only 501 (c)(3) non-profit professional organization founded by, and led by, young government employees. She emphasized the important work of young government employees, and how YGL is actively

building a community of leadership for young public servants across the country, through professional development activities, networking opportunities, social events, seminars, fellowships, and scholarships.

Additionally, there were break-out sessions and a lightning round, where government leaders discussed effective engagement techniques for ERGs, transformational leadership, training opportunities, and developing young leaders. The speakers included:

- Dexter Brooks, Director of Federal Sector Programs (EEOC)
- Georgia Coffey, Deputy Assistant Secretary for Diversity & Inclusion (VA)
- Kimya Lee, Senior Advisor on Research & Evaluation, Office of Planning and Policy Analysis (OPM)
- Richard Parker, Deputy Associate Attorney General for Diversity Management (DOJ)
- Bruce J. Stewart, Deputy Director, Office of Diversity & Inclusion (OPM)
- Bonita V. White, Director, Diversity & Inclusion Division and Employee Resource Group Program Manager (HHS)

One of the many factors that contributed to the event's success was the ability for participants to network with other professionals throughout the Summit. Furthermore, this success is also directly correlated to the tremendous work that ODI leadership and staff put into the preparation and organization of the event. Without a doubt, they set the gold standard very high for future summits.

Please visit the [ODI Internet site](#)  for more information about government-wide D&I-related initiatives, analytics and programs. Should you have any questions regarding HHS ERGs, please contact [Bonita V. White](#), HHS Employee Resource Group Manager.

# INDIAN HEALTH SERVICE (IHS) SCHOLARSHIP PROGRAM

*IHS Scholarship Program Office*

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The IHS Scholarship Program provides qualified American Indian and Alaska Native health professions students an opportunity to establish an educational foundation for each stage of your pre-professional careers. Since IHS began providing scholarship support to American Indian and Alaska Native students to pursue health profession careers in 1978, the program has grown to support, educate and place health care professionals within medically underserved Indian health programs throughout the continental United States and Alaska.

Today, nearly 7,000 American Indian and Alaska Native students have received scholarship awards and many have committed to serving their health profession careers at IHS; some have even returned to serve their own Tribal communities. If you envision a career with a true purpose and mission, Indian health programs are looking for people like you.


If you are willing to commit to working in Indian health communities where you can truly make a difference, we encourage you to take the next step toward realizing your future. The scholarship program provides financial support in exchange for a minimum two-year service commitment within an Indian health program in your chosen health professional discipline.

IHS offers three scholarships to qualified American Indian and Alaska Native candidates:

**Preparatory Scholarship** — For members or descendants of federally recognized, state-recognized or terminated Tribes and villages. You must be enrolled in preparatory or undergraduate prerequisite courses in preparation for entry to a health professions school.

**Pre-Graduate Scholarship** — For members or descendants of federally recognized, state-recognized or terminated Tribes and villages. You must be enrolled in courses leading to a bachelor's degree in pre-medicine, pre-dentistry, pre-podiatry and other subjects as needed by the Indian health programs.

**Health Professions Scholarship** — For members of federally recognized Tribes and villages. You must be enrolled in an eligible health profession degree program.

Please visit the [Program's website](#)  for more information.

**Note:** *This content was reprinted with permission from the IHS Scholarship Program Office.*

# PRIDE MONTH SPECIAL EVENT AT HHS

*HHS Diversity & Inclusion Division*



With the [proclamation of June 2015 as LGBT Pride Month by President Barack Obama](#), the HHS Diversity & Inclusion (D&I) Division, in collaboration with the HHS LGBT Issues Coordinating Committee, observed Pride Month with a special event to recognize the tremendous contributions of our lesbian, gay, bisexual, and transgender federal employees.

This event, titled “Supporting and Celebrating LGBT Families”, was held on Wednesday, June 24, 2015, from 1:00 p.m. to 2:30 p.m. in the Small Auditorium of the Hubert H. Humphrey Building. It was live-streamed on HHS.gov for colleagues unable to attend in person.

HHS Secretary Sylvia Burwell provided remarks and acknowledged “the importance of having these types of events that recognize the issues, the progress, and where we need to do more”. Secretary Burwell went on to say that we are living in a truly historic time, where countless men and women have stood up in the face of intolerance hatred and violence to make unprecedented progress such as the repeal of “Don’t Ask, Don’t Tell” protections in the workplace. Further, Secretary Burwell emphasized the need for a continuous commitment across HHS to address disparities that affect the LGBT community, and highlighted HHS’ commitment “to hiring, supporting, engaging and retaining our LGBT colleagues”.

Additional speakers for this observance included Kathy Greenlee, Administrator, Administration for Community Living (ACL), and Assistant Secretary for Aging, and Albert E. Smith, Jr., Portfolio Strategist for LGBTI Issues, Office of Equity, Inclusion and Diversity, National Institutes of Health (NIH). There was also a panel of experts addressing topics impacting LGBT families, such as family acceptance, youth concerns, adoption, mental health, violence and other issues. The distinguished panelists included:

- Rebecca Cokley, Executive Director, National Council on Disability;
- Catherine V. Hyde, Transgender Coordinator, PFLAG National;
- Sharon Lettman-Hicks, Executive Director and Chief Executive Officer, National Black Justice Coalition; and
- Diego Sanchez, Director of Policy, PFLAG National.



The HHS D&I Division would like to thank the HHS LGBT Issues Coordinating Committee, guest speakers, expert panelists, those in attendance both onsite and remotely, the HHS Facilities Office and the HHS Studio for making this event a success.

If you would like to view this special event in its entirety, visit the [HHS YouTube Channel](#).

# PERFORMANCE MANAGEMENT APPRAISAL

*Omonn James-Davis, Office of Human Resources, HHS*

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For supervisors and employees alike, the Performance Management Appraisal Program (PMAP) can often be a complex process to effectively implement, monitor, and ultimately assess. In an effort to address this issue, the OS Performance Management (PM) Division has recently taken some strategic steps to help clarify the practice of performance management within the Department. Over the last several months, the PM Division has substantially expanded and updated the PMAP resources available to the HHS workforce. Among these updated and newly added resources are: (1) the PMAP intranet webpage; (2) the HHS PMAP policy and; (3) the PMAP Handbook.

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## PMAP INTRANET WEBPAGE

Initially updated in April 2015, the completely overhauled [PMAP Intranet site](#) now offers a vastly improved user experience and serves as a centralized informational resource for HHS employees and supervisors. Through the site, users can easily access important PMAP documents and information including, but not limited to, the Employee Performance Plan (HHS Form 704B), the PMAP Policy, the PMAP Handbook, and answers to frequently asked questions about PMAP. The site also offers various guidance and tips for supervisors on effectively writing performance plans and suggested practices for employees in the PMAP process to increase performance.

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## HHS PMAP POLICY

Also updated in April 2015, the [PMAP policy](#) serves as the official document that governs the overall PM program (non-SES) at HHS. The revised policy is reflective of current regulations as established by the Government Performance and Results Act (GPRA); the Chief Human Capital Officers Act; the Government Performance and Results Act Modernization Act; the Office of Personnel Management (OPM) Human Capital Accountability

and Assessment Framework; and the HHS Strategic and Human Capital Management Plans.

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## HHS PMAP HANDBOOK

The [PMAP Handbook](#) is a new resource that was made available in June 2015. The Handbook is a supplemental document that expounds on the PMAP policy and is an invaluable resource for both supervisors and employees. Supervisors will find it helpful for obtaining guidance on developing critical performance elements and credible standards, effectively monitoring performance, and executing closeout procedures. For employees, the Handbook will help clarify their role and responsibilities in the PMAP process and the actions that they can take to potentially affect performance-based ratings and awards.

Over the last year, the PM Division in partnership with OHR's Talent and Organizational Development Division, further added to this group of PM resources by conducting a supervisory PMAP training workshop. This live 3-hour instructor-led training emphasized the fundamentals of writing performance elements and standards, cascaded down from high-level organizational goals, and encouraged regular and ongoing communication and feedback between supervisors and employees during the rating cycle. Since October 2014, over 350 supervisors successfully participated in and completed this required training.

The aforementioned resources are part of a continuing effort to ensure that the HHS workforce is adequately equipped with the tools necessary to meet the Department's aim of promoting a performance-based culture and practice. Please contact the [PM Team](#) for any questions pertaining to performance management.



# SHRM'S 2015 ANNUAL CONFERENCE & EXPOSITION

*HHS Diversity & Inclusion Division*

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Len Gerald, Diversity Program Manager, recently had the privilege to attend the Society for Human Resource Management's (SHRM) 2015 Annual Conference and Exposition in Las Vegas, Nevada. With more than 275,000 members in over 150 countries, SHRM is the leading provider of resources for HR professionals for the advancement of the professional practice of human resource management. Currently, there are over 575 SHRM chapters in the United States, and subsidiary offices in India, China and the United Arab Emirates.

This conference, advertised as the "best and biggest human resources (HR) conference in the world", provided over 200 sessions, inspiring keynote speakers, recertification credits, and the world's largest HR marketplace. Needless to say, this was a great opportunity for HR professionals to interact with thousands of individuals in the field to share ideas, and expand their network, knowledge, and careers.

Joe Gerstandt, author and co-founder of Talent Anarchy hosted a session entitled, "The Future of Diversity & Inclusion: Five Next Practices". Mr. Gerstandt made it clear that the field of diversity needs a new language and approach, and should include these Five Next Practices:

- More concise policy language;
- A culture that fosters individual authenticity;
- Decision-making that welcomes respectful disagreement rather than groupthink;
- Consideration of diversified networks; and
- An understanding of behavioral science and unconscious bias.

Mr. Gerstandt also emphasized that diversity needs an advocate, and that the advocate is HR. Citing a March 2014 Harvard Business Review article, he highlighted that "Not letting it be safe to be different at work has consequences in performance". This translates into diminished

engagement and he recommended that employees be provided with a variety of ways to contribute and reward initiative and risk-taking.

At HHS we have several opportunities for employees to contribute, which reward initiative and risk-taking. Here's an example of two employee-powered engagement opportunities:

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## THE ANNUAL EMPLOYEE VIEWPOINT SURVEY

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Each year, from May through June, HHS conducts a survey of all its employees to assess how well we are doing in providing a positive, healthy, and innovative work environment. Your responses matter, so complete the survey and share in making HHS a best place to work.

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## HHS IDEA LAB PROGRAMS & INITIATIVES

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The IDEA (Innovation, Design, Entrepreneurship and Action) Lab advances the HHS mission by empowering ideas and collaboration that will lead to impactful solutions. There are ongoing open dates and a variety of ways to get your ideas out there, so be sure to visit the HHS IDEA Lab portal, and learn more about the HHS Ignite Accelerator, the HHS Ventures Fund, the HHS Innovates Awards, Entrepreneurs-in-Residence, the Health Data Initiative, and much more.

Visit the SHRM website for more information about the organization and next year's Annual Conference and Exposition.

## ON THE MOVE: MIRYAM Gerdine

*Ellen Hayden, Office of Communications, HRSA*



Miryam Gerdine has joined the Behavioral and Public Health Branch of BHW's Division of Nursing and Public Health as a Social Science Research Analyst.

As a Project Officer, she helps oversee more than 50 grantees under the Regional Public Health Training Centers, Public Health Traineeships and the Advanced Nursing Education Expansion programs. Formerly, in HRSA's Office of Legislation, she coordinated preparation for Congressional hearings on health workforce programs, and was with the former Office of Health Information Technology and Quality from 2010 to 2012.

For five years, with the Department's Office of Minority Health, she served as lead staffer on projects exploring how cell phone and other technology can reduce disparities among vulnerable populations.

As a Congressional Hispanic Caucus Health Fellow during the late 90s, in the Office of Disease Prevention and Health Promotion, she worked on the Healthy People 2000 Initiative and the accompanying Hispanic American Progress Review, which reported on the health status of Latinos and still contains "valuable baseline data."

Gerdine earned her MPH at the Johns Hopkins Bloomberg School of Public Health, and completed a year of master's study in social work at Boston

University, where a practicum working with "low-income women of color seeking treatment for addictions" taught her some of the basic principles of public health. Wrapping up her second year with HRSA's Mentoring Now Program, throughout her 19 years with HHS, she's had some "great mentors" herself.



Gerdine's family emigrated from Callao, Peru — a little seaport town outside of Lima — to Lancaster, Pa., when she was seven years old. There, her parents became Tyson factory workers. She is the first of her family living in the U.S. to complete college.

The Hispanics for Academic Progress scholarship enabled Gerdine, a Penn State graduate, to earn a bachelor's degree in communications and join the *Daily Collegian*.

A big baseball fan, who participates each year in the HHS Night at the Ballpark, Gerdine loves the arts, yoga and traveling. She and her husband Clint, an International Trade Commission attorney, had their first child in June.

**Note:** *This article was reprinted with permission from the HRSA Office of Communications. Originally, it appeared on "On The Move" a regular feature of HRSA@Work that spotlights staffers who are newly arrived, recently promoted or recognized for outstanding achievements.*

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## FAPAC AND HHS CELEBRATE ASIAN AMERICAN AND PACIFIC ISLANDERS HERITAGE MONTH

*Vanee Komolprasert, Federal Asian Pacific American Council, FDA*

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On May 4-8, 2015, the Federal Asian Pacific American Council (FAPAC) hosted the 30<sup>th</sup> National Leadership Training Program (NLTP) at the Hilton Washington DC/Rockville Hotel & Executive Meeting Center, in Rockville, Maryland.



The theme for the training program was *"Multiple Cultures, One Voice: Promote Equality and Inclusion."* On day one of the NTP, HHS held an Agency Forum to celebrate the Asian American and

Pacific Islander (AAPI) Heritage Month observance. The Agency Forum brings together senior leaders and staff to discuss important Department-wide matters with their employees.

The Forum featured a keynote address by John Gill, HHS Deputy Assistant Secretary for Human Resources; and a presentation on "State of Asian Americans at HHS" by Wilfredo Sauri, Director, HHS Data Analytics and Reporting Division. There was also a panel discussion on "Leadership, Diversity & Inclusion" by Debra C. Chew, Director, Office of Equity, Diversity, and Inclusion, National Institutes of Health, Luben Montoya, HHS Section Chief/Senior Advisor for Civil Rights Policy, Civil Rights Division, Office of Civil Rights, Carol M. Moulton, Director, Office of Equal Employment Opportunity, Food and Drug Administration, and Bonita V. White, Director, HHS Diversity & Inclusion Division.

The Forum included an abbreviated workshop on “Understanding Unconscious Bias” presented by B. Winona Chestnut, Diversity Program Manager, Health Resources and Services Administration (HRSA), Office of Equal Opportunity, Civil Rights and Diversity Management, and presentations on “HHS Initiatives on Asian Americans, Native Hawaiian, and Pacific Islander (AANHPI) Health” by CAPT Samuel Wu, Public Health Advisor, Office of the Secretary, “Health Disparity Efforts” by Dr. Cara V. James, Director, Office of Minority Health, Centers for Medicare and Medicaid Services, and “Advancing AANHPI Health” by Dr. J. Nadine Gracia, Deputy Assistant Secretary for Minority Health, Director, Office of Minority Health



The Forum was broadcast via Adobe Connect to allow HHS employees, throughout the country, to participate. The program was well-attended, with more than 100 participants on-site.

Survey results showed the Forum was well-received with strong support to continue addressing AAPI-related topics in the future.



FAPAC is a non-profit, non-partisan organization representing the interests of over 163,000 Asian Pacific American Federal and DC Government employees. FAPAC’s mission is to promote equal employment opportunity and cultural diversity within the Federal and DC Governments through education and recognition of outstanding performance. Please visit the [FAPAC website](#) for more information about membership, activities and events.